

Minutes Human Relations Commission December 13, 2005

Minutes of the HUMAN RELATIONS COMMISSION held on TUESDAY, December 13, 2005, 7:30 A.M., at the Tempe City Hall, 31 E. 5th Street, 3rd Floor Conference Room, Tempe, Arizona.

(MEMBERS) Present:

Zach Berning
Colleen Byron
Joseph Mann
Joel Navarro
Dr. Louis Olivas
Safali Patel-Evans
Gail Paredes-Ewen
Linda Ritland

(MEMBERS) Absent:

Arlene Chin
Hassan Elsaad
Edwin Gonzalez-Santin
Muhammed Zubair

City Staff Present:

Rosa Inchausti
Andrea Groves

Guests Present:

Vice-Mayor Mark Mitchell
Councilmember P. Ben Arredondo

Meeting convened at 7:54 A.M.

Chair Gail Paredes-Ewen called the meeting to order and invited members of the public to address the Commission.

Agenda Item 1 – Public Appearances

None

Agenda Item 2 – Remarks from Vice-Mayor Mark Mitchell and Councilmember Ben Arredondo
Chair Gail Paredes-Ewen invited Vice-Mayor Mark Mitchell and Councilmember Ben Arredondo to address the commission:

- 1) Volunteers are the heart and soul of a community. Each commissioner deserves a round of applause for their individual efforts of furthering mutual respect and understanding in Tempe. A special thanks to Dr. Olivas Louis for his service to the community, his leadership and wisdom.
- 2) Tempe's high quality of life is a direct result of citizens who volunteer their time to serve on a commission. We appreciate you.

Agenda Item 3- Consideration of Minutes
November 13, 2005

MOTION: Commissioner Dr. Louis Olivas made a motion to accept minutes.

SECOND: Commissioner Janis Webb.

DECISION: Motion passed unanimously.

Agenda Item 4 – HRC Strategic Plan Update

Chair Gail Paredes-Ewen asked for an update on the following subcommittees:

A. Subcommittee for Development of Emerging Issues Report:

Commissioner and Subcommittee Chair Joel Navarro provided an update:

1. Public Forum Discussion on Day Labor Issue

- 1) The Regional HRC Subcommittee on Day Labor is still working on hosting another public forum on day labor. This forum will focus on the proposed legislation from Senator John McCain, Senator Jon Kyl, and Congressman JD Hayworth regarding work visas and its impact on immigration. The last forum was a general overview of all sides of day labor; this forum will specifically look at legislation impact.
- 2) The Regional Subcommittee would like to host the forum in Tempe March 9, 2006. Chandler HRC Staff Liaison, Leah Powell, will coordinate with the legislators to confirm their participation.
- 3) In addition to legislators, the panelists will include a representative from the Farmer's Union, Tempe Police Department and Home Depot. John McDonald will facilitate the forum.

2. GLBT Issues Update

There was no report.

B. Subcommittee for Community Network and Outreach:

Commissioner and co-Chair of subcommittee, Linda Ritland, provided an update:

1. Brochure

- 1) The subcommittee reviewed the proposed brochure and asked the commission for feedback at the last HRC meeting. Commission Elsaad asked the subcommittee to remove his photo and replace it with another that presents a better view of the Muslim community.
- 2) The brochure as presented would be ready in time for the Diversity Awards Brunch in January of 2006; however, changing the brochure at such a late date would jeopardize having it ready in time.
- 3) The commission as a whole decided to proceed with the brochure as presented; however, they would be open to discussing a multi-faith brochure for the next printing.

C. Subcommittee on Strategic Oversight Update

Chair Gail Paredes-Ewen provided an update on the following topic:

1. Tempe Talks: A Diversity Dialogue Update.

- 1) The next Tempe Talks: A Diversity Dialogue program will begin in January 2006. Traditionally, the program has been held on Tuesdays; this year, the program will be offered on Wednesdays, beginning January 25, 2006. The program will not conflict with monthly commission meetings.
- 2) Additional efforts will be made this time to contact school principals and club leaders in high schools to obtain enough participation from students to form one teen dialogue group.
- 3) The subcommittee is still looking for commissions to volunteer to serve as facilitators or participants. Commissioner Linda Ritland volunteered to facilitate.

- 4) ASU Intergroup Relations Director Thomas Walker will conduct the training for the facilitators on January 18, 2006.

General Discussion of Tempe Talks: A Diversity Dialogue included:

- One commissioner suggested that the subcommittee solicit participants from the student component of Tempe Leadership.
- The same commissioner also suggested asking past participants, such as Nikki Crank, to facilitate. Nikki attended an HRC meeting in April of 2005 to give her feedback and suggestions on the program.
- Another commissioner suggested that the subcommittee contact charter and private schools, as well as local church youth groups.

D. Subcommittee on Supplier Diversity Update

Staff Rosa Inchausti, in the absence of Subcommittee Chair Commissioner Muhammed Zubair, provided an update:

- 1) City staff from Engineering, Procurement, and the Diversity Office presented the Race Neutral Diversity Supplier proposal to the Finance and Aviation Council Committee November 22, 2005. The item will be placed on the agenda for the December Council Committee meeting to receive approval to present proposal to the entire Council for adoption.
- 2) The Race Neutral Diversity Supplier Program has been tentatively placed on the December 22, 2005 Issue Review Session agenda in anticipation of receiving approval from the Council Committee. This way, the program would be reviewed and adopted by the entire Council before the HRC Diversity Awards Brunch in January of 2006.
- 3) A special cover letter highlighting the new Diversity Supplier Award category and the nomination form was mailed out to all vendors that did business with the city in 2005. The Diversity Office has been receiving phone calls from vendors asking more about the new award category.

Agenda Item 5 –HRC Nominations for Chair and Vice-Chair

Chair Gail Paredes-Ewen requested nominations for Chair and Vice-Chair:

Chair:

- 1) Commissioner Joel Navarro was nominated for Chair.

Vice-Chair:

- 2) Commissioner Janis Webb was nominated for Vice-Chair.

Agenda Item 6 –HRC Elections for Chair and Vice-Chair

Chair Gail Paredes-Ewen led elections for new Chair and Vice-Chair for the Human Relations Commission:

MOTION: Commissioner Dr. Louis Olivas made a motion to elect Commissioner Joel Navarro as Chair and Commissioner Janis Webb as Vice-Chair by acclamation.

SECOND: Commissioner Joseph Mann

DECISION: Motion passed unanimously.

Agenda Item 7 –Diversity Office Update

Staff Rosa Inchausti provided an update on the following topics:

A. City of Tempe 2005-2006 Diversity Strategic Plan

- 1) The Diversity Steering Committee finalized the city's 2005-2006 Diversity Strategic Plan in November. The updated strategic plan still addresses the five main strategic areas; but the terminology have been changed. The new terms are: *Inclusion and Equity, Impartiality, Healthy Networks, Fair Promotions, and Solutions.*
- 2) In addition, the updated strategic plan includes ongoing successful programs and introduces new programs that can be implemented at the workgroup level. Some of the new programs include ADA training, which will be spearheaded by the city's ADA Accessibility Specialist, Cindy Brown and a Leadership Development Day. The city will also create a Women's Networking and GLBT Networking Program.
- 3) The strategic plan will be presented at the December Finance and Aviation Council Committee for approval in order to take the plan to the Council as a whole for formal adoption at the December 22, 2005 Issue Review Session.

B. Regional Unity Walk Update

- 1) Tempe hosted the Regional Unity Walk for the past two years. This year the City of Phoenix agreed to host the event.

C. MLK Diversity Awards Brunch Update

- 1) The Diversity Awards Brunch will be held Monday, January 16, 2006 at 10:30am at the Tempe Mission Palms Hotel.
- 2) Dr. Patricia Arredondo, Associate Vice President and Senior Advisor for Academic Initiatives for University Undergraduate Initiatives at ASU, will give the keynote address.
- 3) The subcommittee will meet later in December to select award winners and to select a charity to forward proceeds gathered from the event.

D. 2006 Diversity Calendar

- 1) The Diversity Calendar was created to help city staff to avoid hosting events on significant religious holidays of Tempe's various faith groups.
- 2) The 2006 calendar is now available on the Diversity website and the Human Relations Commission's website for public and staff use.

Agenda Item 10 –Current Events Announcements

- MLK Diversity Awards Brunch January 16, 2006
- Tempe Talks: A Diversity Dialogue program kick-off January 25, 2006

The commission's next meeting will be held January 10, 2006 at 6:00pm at Tempe City Hall.

Meeting adjourned at 8:57 A.M.

Prepared by: Andrea Groves

Reviewed by: Rosa Inchausti

Rosa Inchausti, Diversity Manager